

FEI 73

SEMINAR IN

**MANAGEMENT BY OBJECTIVES
AND
GOVERNMENT PRODUCTIVITY**

JULY 23-27, 1973

**FEDERAL
EXECUTIVE
INSTITUTE**

**U. S. CIVIL
SERVICE
COMMISSION**

This seminar will focus on applications of Management By Objectives (MBO) in government and public sector productivity, with emphasis on executive responsibilities.

In the study of MBO, particular attention will be given to setting objectives in government, monitoring progress in meeting goals, and evaluating results. Special problems of measuring cost/benefits in the public sector and of the short operating cycles in government will be noted.

Several examples of management effectiveness systems in Federal agencies will be examined, and some examples from state and local government will be studied for comparison. These operating systems and practices will be compared and contrasted with conceptual models of private and public management.

Because improvements in productivity are targets of MBO, that dimension of current management concerns will be stressed. Measures of productivity, such as manpower and unit costs, and diseconomies of production and social indicators will be one focus of the Seminar. Such management uses of productivity data as projection of resource requirements and determination of effects of new information, equipment, and work systems will be another area of study. Establishment of productivity goals and innovation to meet changing government requirements will be a third area for analysis. Related to these dimensions will be management approaches and technologies in organization and behavioral sciences which may be utilized to increase government productivity.

Coordinator for this seminar is Dr. Chester A. Newland, Deputy Director of the Federal Executive Institute.

Nominations

Government executives at levels GS-16 and above, or equivalent, are eligible for participation in this seminar. Total enrollment is restricted and early receipt of nominations is urged. Representation from a wide variety of agencies is sought; state and local government officials are invited to participate. For Federal officials, Optional Form 37 (Nomination-Registration for Training) should be submitted by authorized agency representatives to the Registrar, Federal Executive Institute. State and local agencies should write to the Registrar at the Institute, Route 29 North, Charlottesville, Virginia 22903.

Facilities and Costs

The Federal Executive Institute occupies a self-contained residential and educational facility on a eight-acre knoll about one mile north of the University of Virginia campus. Private rooms are assigned all participants; and excellent meals are served in the dining room.

The fee for the Seminar is \$300 and covers all basic costs: program tuition, reading materials, private bedroom, and all meals. Typically, agencies provide \$2.50 per day to their participants for incidental expenses.

Schedules and Deadlines

The Seminar will begin at 5:00 p.m. on Monday, July 23, 1973, with a dutch treat social hour. Registration and room assignments will take place between 3:00 and 5:00 p.m. If transportation schedules require an earlier arrival, arrangements may be made for accommodations. The Seminar will conclude on Friday at 3:00 p.m.

Deadline for Nominations: Monday, July 9, 1973

Deadline for Cancellations: Monday, July 16, 1973

Substitution of eligible persons may be made up to the beginning of the Seminar.

FEI

The principal activity of the Federal Executive Institute is its Residential Program in Executive Education, which is eight weeks in duration and is offered five times throughout the year. Approximately 60 career officials who come from all the major agencies of the government participate in each session.

The purposes of the Residential Program are:

- To heighten responsiveness to national needs and goals.
- To increase appreciation for the totality of the governmental system.
- To improve knowledge of managerial processes.

Executives at the senior levels of the government (GS-16 and above or equivalent) are urged to contact responsible officials in their agencies for further information. Nominations are made by these organizations, in accord with quotas assigned by the Institute.

Address inquiries and correspondence to the Federal Executive Institute, Route 29 North, Charlottesville, Virginia 22903. Telephones: Direct Dial Commercial, Area Code, 703, 296-0181; Federal Telecommunications System, Area Code 703, 296-1295. (Area Code changes to 804 effective June 24, 1973.)